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OPPORTUNITY

EQUAL EMPLOYMENT

Office of Personnel • UNITED STATES DEPARTMENT OF AGRICULTURE • Washington, D. C.

Foreword

This publication presents in pictorial form some of the improved conditions within the Department for employees to advance to more challenging jobs, and for eligible applicants to obtain employment on the basis of one criteria—ability.

Since 1961, welcome progress has been made in the advancement of minority group employees, especially in grades GS-12 and above, or in the \$9,475-a-year and upward salary range. A study made in March of 1961 indicated only 15 such employees were in these upper grades. But by the end of 1961 this figure had risen to 46, or by 200 percent.

There also has been significant movement from grades GS-5 to GS-7, GS-7 to GS-9, and from GS-9 to GS-11. The employees pictured in this publication represent some of those who have shown the ability to advance. Seventeen of those in this publication are in grades GS-12 and above; one is in grade GS-4; three are in grade GS-5. The rest are in grades GS-7 through GS-11.

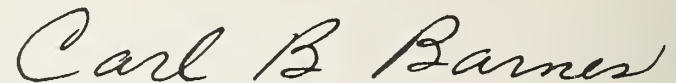
It is significant that these employees are not assigned

to one or two agencies, or to one or two Department activities, but are dispersed throughout Agriculture. They work in field offices as well as in Washington. They do administrative as well as research and regulatory work.

As the Department's Director of Personnel, I am encouraged by the progress that has been made. But I am fully aware that we are not moving fast enough. We have developed a number of new approaches designed to increase our recruitment effectiveness in this important area.

This publication represents one of these efforts. I hope that it and the other new personnel activities will stimulate more qualified persons of all races and creeds, and especially young people, to apply for positions in this Department. We need to bring their talent to bear on the many challenging research and administrative problems which are typical of USDA operations.

The Department is sincerely pledged in its personnel policies to the full implementation of equal employment opportunity for all.



CARL B. BARNES
Director of Personnel

Administration



L. A. Patts, right, GS-15, Special Assistant to Secretary of Agriculture Orville L. Freeman with whom he is conferring, is a former dean of agriculture at Tuskegee Institute and Prairie View A. and M. College. Education: Hampton Institute; B.S. Iowa State University; M.S. Cornell; work toward doctorate at Ohio State.



Lawrence J. Washington, left, who was promoted to GS-14, from management representative of the Farmers Home Administration in 1961, and Administrator Howard Bertsch are discussing a memorandum. Mr. Washington joined Farmers Home in 1946 after 16 years in other agricultural agencies. Education: B.S. Southern University; further work at Tuskegee Institute.

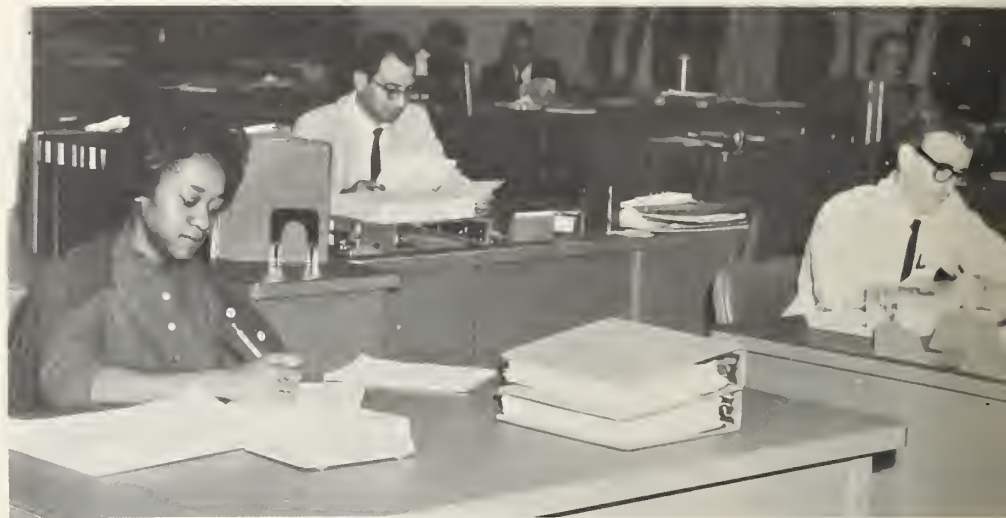
Albert S. Bacon, GS-13, assistant to the Administrator of the Federal Extension Service, and his secretary, Mrs. Mollie C. Colson, are going over a letter together. Mr. Bacon was promoted from State agent of the Georgia Extension Service to his present post in 1959. Education: B.S. Savannah State College and M.S. University of Minnesota.





Personnel Director Carl B. Barnes is dictating to one of his secretaries, Miss Clorice Wheaten, a graduate of Republic, Po., high school, who has taken additional work at the USDA Graduate School.

Miss Connie J. Timmons, left, GS-5, trainee digital computer programmer in the Kansas City, Mo., office of Agricultural Stabilization and Conservation Service, is studying coding system. Education: B.A. University of Missouri.



Morris A. Simms, Jr., left, GS-7, management trainee of the Agricultural Research Service, goes over his work with Ralph Reeder, assistant to the ARS personnel director; and Lewis Mayne, assistant to the director of Meat Inspection Division. Mr. Simms' education: B.A. Lincoln University of Pennsylvania.



Mrs. Yvonne J. Hill, GS-7, library assistant, National Agricultural Library, is going over additions to a worldwide publications exchange list of more than 5,000 libraries and educational institutions. Education: B.A. Virginio Union University; work toward M.S. at Catholic University.

Dr. Joseph Bradford, GS-13, information specialist on civil defense matters for Federal Extension Service, came to the Washington office in 1961 after 21 years with the Alabama Agricultural Extension Service. Education: B.S. Tuskegee Institute; M.S. and Ph.D. University of Wisconsin.



Mrs. Ella J. Green of the Office of Information who was promoted in 1963 to GS-9, writer-editor on the staff of "The Yearbook of Agriculture," entered the Department as a clerk-typist in 1946. Education: Howard University and USDA Graduate School.



Sherman Briscoe, left, GS-13, information specialist, and Harry P. Clark, Jr., chief of Press Service, scan a wire service report. Mr. Briscoe served as news editor of the Chicago Defender before joining the Department in 1941. Education: B.A. Southern University; M.A. and work toward doctorate American University.

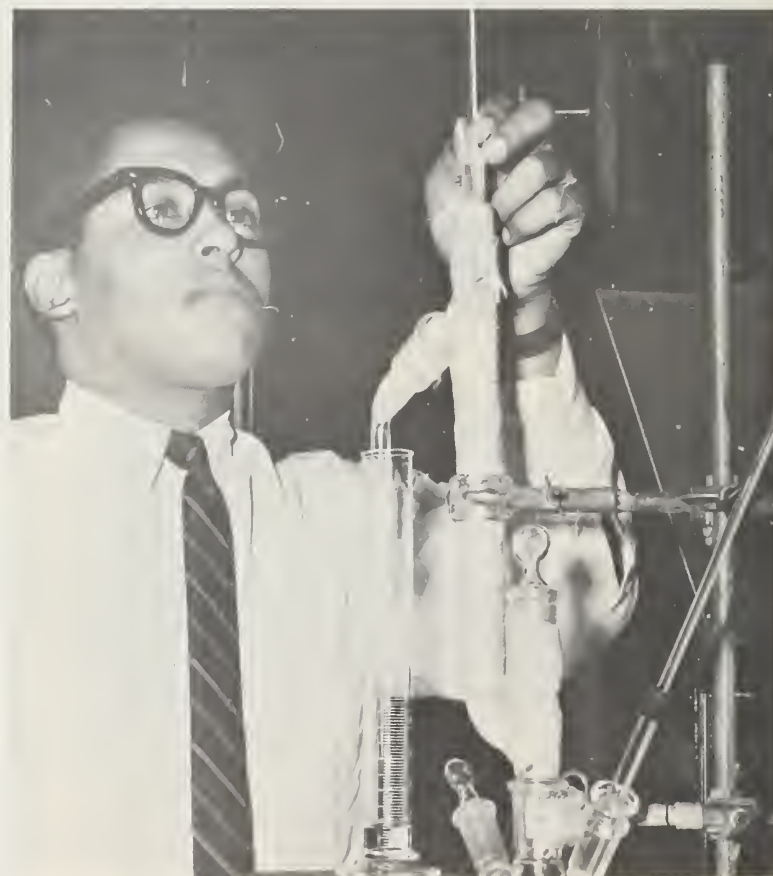
James "Al" Harton of the Agricultural Marketing Service was promoted in 1963 to GS-11, assistant editor of "Agricultural Marketing," agency-wide monthly publication of AMS. Education: B.S.J. Lincoln University's School of Journalism; further work at University of Minnesota.





Rex Ellis, GS-11, chemist, the Agricultural Research Service, Beltsville, Md., does research into the causes of meat spoilage and means of preventing it. Education: B.S. Agricultural and Technical College of North Carolina; work toward M.S., American University.

Alden H. Reine, GS-7, chemist, the Agricultural Research Service, New Orleans, La., has been assigned to a team of scientists who are seeking to further improve wash-wear cotton fabrics. He joined the agency in January 1963. Education: B.S. Xavier University; M.S. Notre Dame.

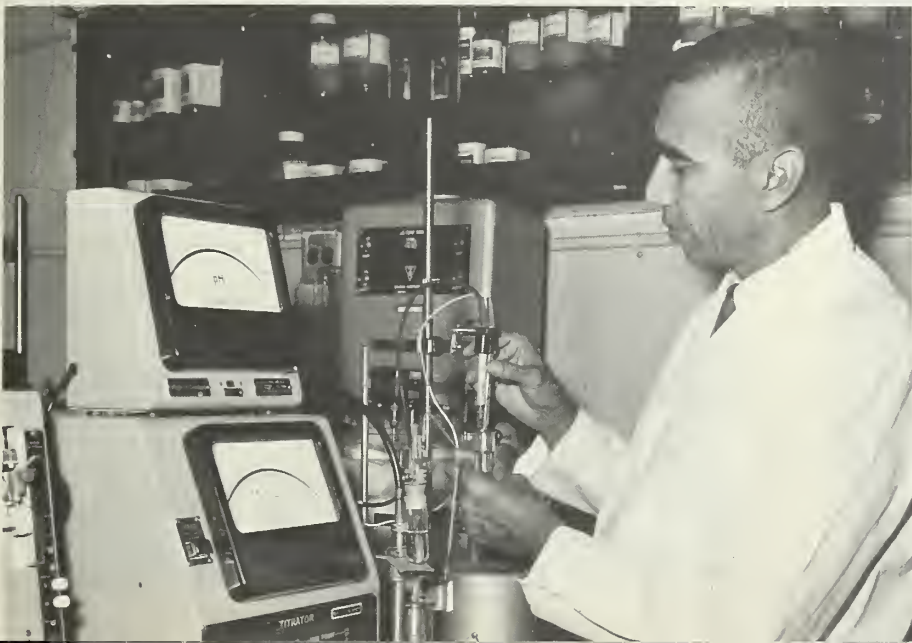


Research



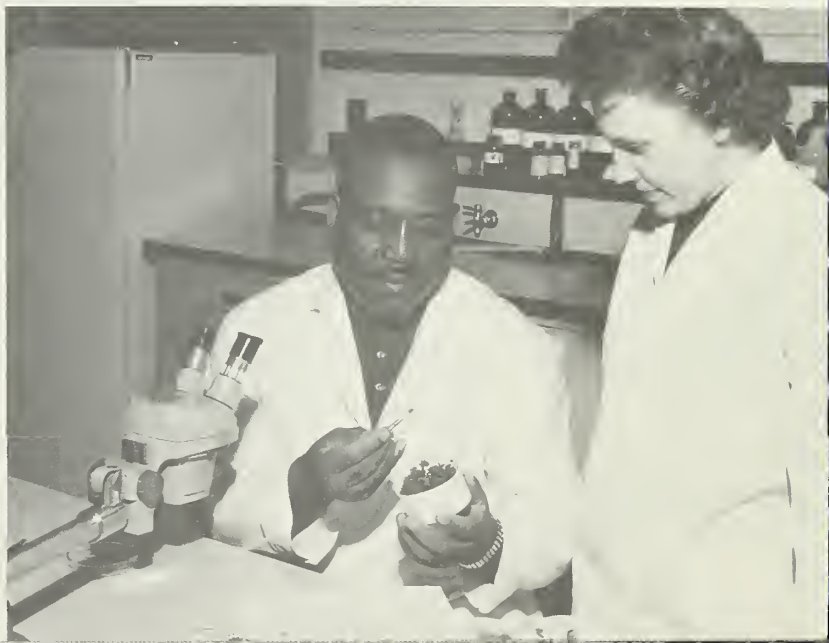
Colvin Corley, GS-9, chemist, the Agricultural Research Service, Beltsville, Md., and on associate, Nothon Green, study composition of effective insecticides. Education: B.S. Allen University; work toward M.S. at American University.

Albert J. Fryor, GS-9, physical chemist, the Agricultural Research Service, Beltsville, Md., is studying compounds which may be used as meat tenderizers. Education: B.S. Shaw University; further work at USDA Graduate School.



Mrs. Florence M. Richardson, GS-9, chemist, the Agricultural Research Service, Beltsville, Md., does research in fabric care during wear and laundering—especially the effects of bleach, soap, and detergents. Education: B.S. Fisk University.

Theodore A. Wilcox, GS-7, biologist, the Agricultural Research Service, Beltsville, Md., helps isolate and identify virus which may be used in controlling insects. Education: B.S. Agricultural and Technical College of North Carolina.



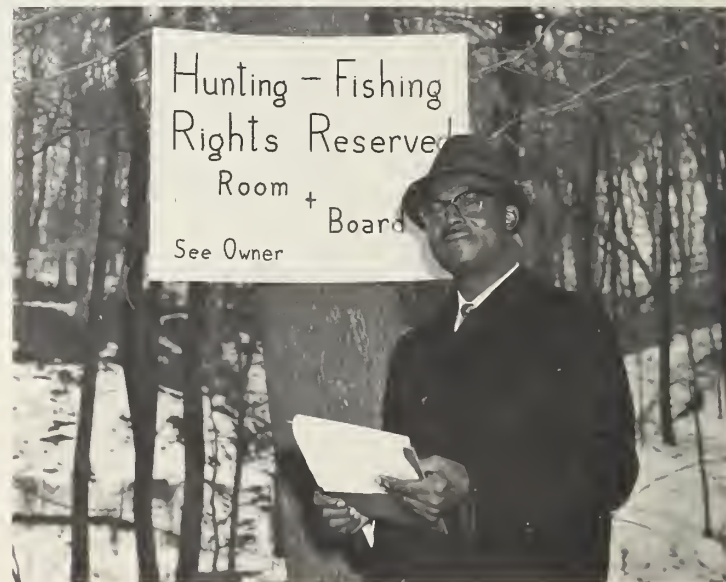
Agricultural Economics

Leo R. Gray, right, GS-12, agricultural economist, the Economic Research Service, discusses poultry marketing with a clerk in a supermarket. Mr. Gray conducts economic studies designed to reduce poultry marketing costs. Education: B.S. University of Massachusetts; M.S. University of Nebraska; work toward doctorate at University of Maryland.



Cline J. Warren, GS-12, agricultural economist, the Economic Research Service, and the Honorable Mastofa Komel, Egyptian Ambassador to the United States. Mr. Warren is chief economist on North African agriculture. Education: B.S. Agricultural and Technical College of North Carolina; M.S. Purdue University.

Elmer J. Moore, GS-12, agricultural economist, the Economic Research Service, is now making a study of the profit level of various outdoor recreational enterprises on farms. He transferred from Interior to the Department in 1955. Education: Alcorn College; Purdue University; B.S. and M.S. University of California.





Rudolph E. Depass, GS-9, agricultural economist who joined the Economic Research Service in 1961, has been assigned to help evaluate the Food Stamp Program. Education: B.S. Virginia State College; M.S. Pennsylvania State University.

Wendell E. Clement, GS-13, agricultural economist, the Economic Research Service, helps measure the effectiveness of advertising and promotional campaigns on food consumption. Education: B.S. Kentucky State College M.S. Ohio State University; work toward doctorate at American University.



Victor B. Phillips, GS-12, agricultural economist, the Economic Research Service, helps analyze the spread between the amount farmers receive for livestock and the price the consumer pays. Education: B.S. Longston University; M.S. and work toward doctorate at Oklahoma State University.





Gornett G. Adams, GS-12, electrical engineer with the Rural Electrification Administration, is assigned to telephone program which helps provide better telephone service for rural families. He entered the Department in 1952. Education: B.E.E. Howard University School of Architecture and Engineering.

Engineering

R. C. Liu, GS-9, agricultural engineer of the Agricultural Research Service, Beltsville, Md., is designing a 20-ray star he designed. From it he got an idea for improving form buildings. Education: M.S. University of Nonking, China; M.S. Michigan State University.



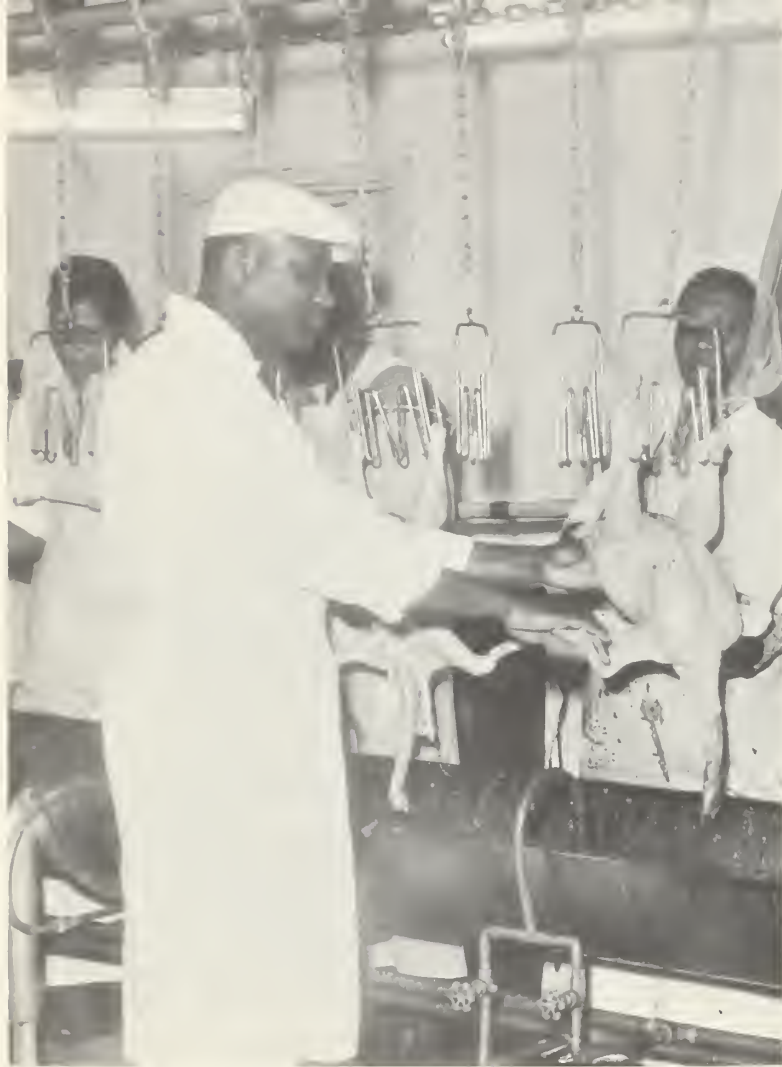
Carrall B. Williams, Jr., GS-9, research forester in entomology with the Forest Service, is assigned to insect control work at the agency's research station at Corvallis, Oreg. Education: B.S. and M.S. degrees University of Michigan.



Lupe Martinez, GS-4, fire control assistant of the Forest Service, is the official liaison between Pueblo Indian firefighters in the National Forests of the West and the Forest Service. Education: Public Schools of New Mexico.



Dr. Kua C. Lu, GS-12, research physiologist of the Forest Service and associate, Bratislav Zak, seated, study specimen under microscope. Dr. Lu was born in Malaya. Education: Ph. D. Oregon State University.



Dr. King S. Daniels, GS-12, supervisory veterinarian poultry inspector on the staff of the Agricultural Marketing Service, supervises the inspection of poultry in the St. Louis, Mo., area. Education: DVM Tuskegee Institute.

Regulatory Services

Thomas A. Marks, GS-11, supervisory chemist in the Chicago office of the Agricultural Marketing Service, directs a staff of 25 employees in the dairy division. He joined the Department in 1953. Education: B.S. Hampton Institute.





Hillard Llayd, GS-9, agricultural commodity grader with the hay inspection program of the Agricultural Stabilization and Conservation Service in Kansas City, Mo., joined the Department as a laborer in 1926. Education: Lincoln High School, Kansas City, Mo.

Dr. Reddick M. Gaade, GS-13, supervisory veterinarian poultry inspector with the Agricultural Marketing Service in Philadelphia, and two associates are busy at work. Dr. Gaade joined the poultry inspection staff in 1959. Education: DVM Tuskegee Institute.



Dr. Robert G. Ammans, Jr., GS-9, veterinarian with the Meat Inspection Division of the Agricultural Research Service, joined the staff in his native Baltimore in the summer of 1962. Education: DVM Tuskegee Institute.



Hollis D. Steams, GS-9, State program staff assistant in Oklohomo for the Formers Home Administration, is addressing a farm meeting. Education: B.S. Langston University; M.S. University of Illinois.

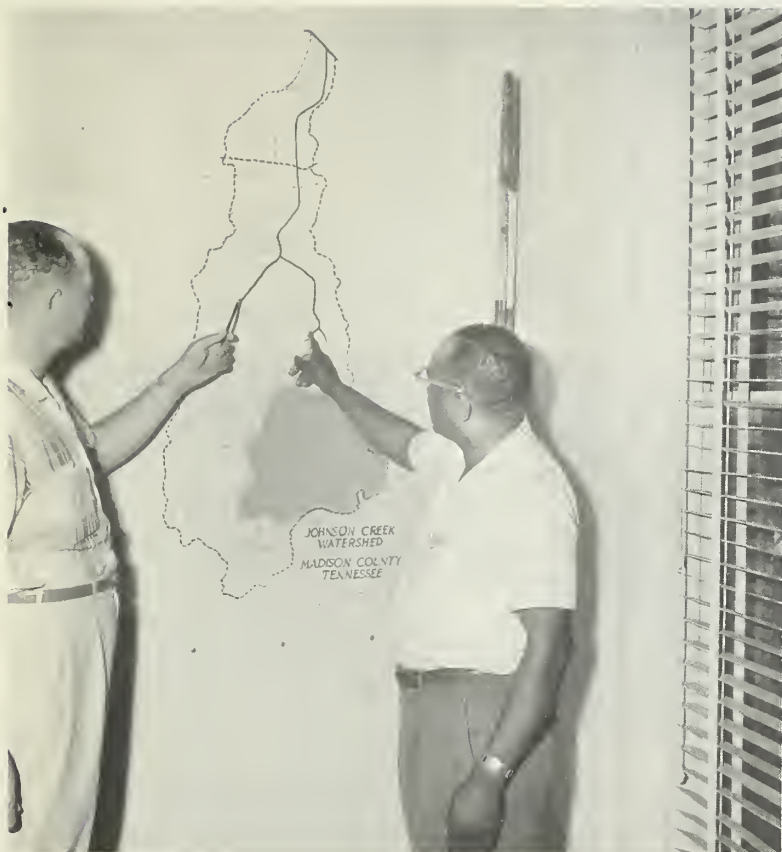


Lowell A. Ponnell, GS-9, left, county supervisor of seven California counties for the Farmers Home Administration, and a borrower, discuss broiler production. Education: B.S. and M.S. Prairie View A. and M. College.

Somuel S. Bacote, GS-7, assistant Farmers Home Administration county supervisor of Williamsburg County, S.C., admires a farm couple's home freezer full of food. Mr. Bacote's education: B.S. South Carolina Stote College.



Field Services



James F. Hughes, GS-11, assistant to the Soil Conservation Service's State conservationist of Tennessee, scans a watershed map with Dr. Henry L. Taylor, professor of agricultural economics, Tennessee A. and I. State University. Mr. Hughes was promoted to the State staff in 1961. Education: B.S. Tuskegee Institute.

Frank J. Richardson, GS-5, soil conservationist with the Soil Conservation Service, and his supervisor, Clarence L. Daniels, study soils near Jackson, Tenn. Mr. Richardson joined the staff in 1961. Education: B.S. Tennessee A. and I. State University.





W. Garth Tharburn, GS-13, U.S. agricultural officer in Sao Paulo, Brazil, and other diplomatic officers with a Brazilian snake specialist. Mr. Tharburn served in Paris before going to Brazil. Education: B.S. Hampton Institute; work toward M.S. at University of Maryland.

Henry W. Heorns, GS-7, civil engineer with the Soil Conservation Service county office at Son Fernando, Calif., and on assaciote, John Dole, left, go over bridge construction plans. Mr. Hearn's joined the agency in 1960. Education: B.S. Tennessee A. and I. Stote University.



Lawrence G. Custus, GS-7, civil engineering technician with the Soil Conservotian Service, Sonto Rosa, Calif., and two ossociotes. Mr. Custus transferred from Army Corps of Engineers to SCS in 1961. Education: Indiono Technicol College and University of Californio.



ORVILLE L. FREEMAN
Secretary of Agriculture



JOSEPH M. ROBERTSON
Administrative Assistant
Secretary



CARL B. BARNES
Director, Office of
Personnel



JOHN P. HAUGHEY
Agricultural Stabilization
and Conservation Service



W. NELSON MONIES
Federal Crop Insurance
Corporation



HENRY C. STARNES
Rural Electrification
Administration



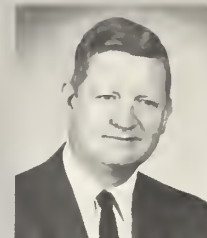
WILLIAM C. LAXTON
Agricultural Marketing
Service



JOHN B. SPEIDEL
Federal Extension
Service



VERNA C. MOHAGEN
Soil Conservation Service



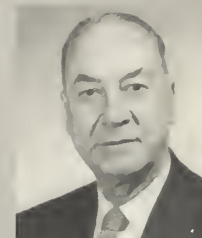
JOHN P. McAULEY
Agricultural Research
Service



KENNETH F. McDANIEL
Foreign Agricultural
Service



JOSEPH P. FINDLAY
Office of Management
Services



JAMES A. SOMERVILLE
Farmers Home
Administration



CHALMER K. LYMAN
Forest Service

Agency Personnel Officers USDA

Employment Outlook

William M. Seabron, GS-14, assistant to the Director of Personnel, came to the Department from the Michigan Fair Employment Practices Commission where he was deputy director. Education: B.S. State University of Iowa; further work at University of Michigan.



The Federal Government has subscribed to the principle of fair employment practice for many years. It is inherent in the Civil Service merit system. And yet equal opportunity for employment in Government has required additional safeguarding through executive action. Beginning with the administration of President Franklin D. Roosevelt in 1941, each subsequent Executive recognizing this need has issued an order forbidding discrimination by Federal agencies and by the Federal Government's contractors.

Executive Order 10925, which was issued by President Kennedy in 1961, states that "... it is the plain and positive obligation of the U.S. Government to promote and ensure equal opportunity for all qualified persons within the Government."

The Department of Agriculture as a part of the Federal establishment is dedicated by policy and practice to making this concept of equal employment opportunity for minority groups live in its operation. Positive measures to guarantee that not only the letter of the Order is observed but also its spirit have been undertaken generally in the Department. "Affirmative action" to bring the open-door policy of each Bureau to the attention of all qualified applicants must be continually expanded and intensified. This—a unique ingredient of this Administration—provides for an aggressive, positive, special effort to attract and employ the talents of previously excluded minorities. Present employees are urged to make known

the unused skills and qualifications they may possess for reassessment and possible promotion or reassignment.

The test of the sincerity with which equal employment opportunity is available for minority group workers in this Agency, however, is inextricably tied to the availability of qualified applicants who successfully complete the various Civil Service tests required to obtain employment consideration. This presupposes equality of educational opportunity which unfortunately does not exist in many sections of our country. To obtain more talent secondary public school education available to minority group youth must be strengthened and a realistic upgrading and updating of college course offerings must be continually achieved in the institutions where the majority of these workers are trained, if quality graduates are to be available.

It is our hope that this publication will stimulate a desire among many qualified minority group workers to prepare to join the team at Agriculture—to realize that an equal chance awaits them here. That they can become one of the 300 Agronomists, 1,000 Chemists, 5,000 Foresters or 1,600 Soil Scientists now at work in the Department.

This pictorial review of present use of minority group employees in USDA is encouraging. It represents a sound base on which forward looking personnel policies and practices can build an even fuller utilization of the competencies and talents of these workers.

William Seabron

WM. M. SEABRON
Assistant to the Director,
Office of Personnel

U.S. Department of Agriculture



U.S. Department of Agriculture, Washington, D.C., Other Office Facilities and Personnel are in Some 3,000 Counties and 61 Foreign Countries.